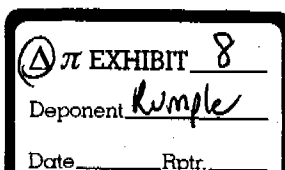


## WAGE RATES

<u>UTILITIES</u>	<u>RATE</u>	INDEX of MACH. TENDER
ELECTRIC BOARD		
STEAM BOARD	\$ 21.00	
UTILITIES INSTRUMENT & CONTROLS		
WATER ENGINEER		
UTILITY SHIFT COORDINATOR	\$ 19.00	95%
UTILITY SUPPORT	\$ 17.00	85%
<u>QUALITY</u>		
PRODUCT ANALYST		
INSTRUMENT SERVICE TECHNICIAN	\$ 14.00	70%
RMQA TESTER	\$ 12.00	60%
<u>#1 MACHINE ROOM</u>		
MACHINE TENDER	\$ 20.00	100%
BACKTENDER	\$ 19.00	95%
WINDER OPER.		
COATER OPER.	\$ 17.00	85%
4 <sup>TH</sup> HAND		
TUBSIZE OPER.		
UTILITY	\$ 14.00	70%
<u>#2 MACHINE ROOM</u>		
MACHINE TENDER	\$ 19.00	95%
BACKTENDER	\$ 17.00	85%
WINDER OPER.		
SERVICE PERSON	\$ 15.00	75%
ASST. WINDER OPER.		
TUBSIZE OPER.	\$ 14.00	70%



SMART PAPERS  
EXHIBIT 3

#1 MILL STK. PREP.

STK. PREP. OPER.	\$ 19.00	95%
SFP OPER.	\$ 17.00	85%
CHEMICAL UTILITY OPER.	\$ 15.00	75%
PULPER FURN.	\$ 14.00	70%

#2 MILL STK. PREP.

BEATER ENG.	\$ 19.00	95%
ASST. BEATER ENG.	\$ 17.00	85%
BROKE SPECIALIST PULPER FURN./MATL. HANDLER	\$ 14.00	70%

50 AREA

CALENDAR OPER. WINDER OPER.	\$ 19.00	95%
RE-REELER OPER.	\$ 15.00	75%
ASST. CALENDAR OPER.	\$ 14.00	70%

UNLOADING

CREW LEADER	\$ 14.00	70%
UNLOADER	\$ 12.00	60%

PRODUCT SERVICES (CMS & #4MILL)

CREW LEADER SHIPPING COORDINATOR	\$ 15.00	75%
WAREHOUSE WORKER	\$ 12.00	60%

ROLL STORAGE

ROLL HANDLERS	\$ 14.00	70%
CORE HANDLERS	\$ 12.00	60%

MAINTENANCE/ENG.

LEAD ELECTRICAL & INSTRUMENT TECH. (WITH STATE CERT.)	\$ 21.00	
LEAD MECHANICAL TECH. (WITH STATE CERT.)	\$ 20.00	100%
ELECTRICAL & INSTRUMENT TECH. (W/O STATE CERT.)	\$ 17.00	85%
MECHANICAL TECH. (W/O STATE CERT.)		

STOREROOM

STOREKEEPER	\$ 12.00	60%
-------------	----------	-----

COATING PREP.

CLAY SLURRY OPER. MIXER OPER. SERVICE PERSON	\$ 19.00	95%
BLENDER OPER.	\$ 17.00	85%

EMBOSSERS

EMBOSSER OPER.	\$ 15.00	75%
EMBOSSER HELPER	\$ 12.00	60%

CAST COAT (DRUMS)

DRUM OPER.	\$ 17.00	85%
------------	----------	-----

CAST COAT (DRUMS) CONT.

SERVICE PERSON	\$ 15.00	75%
----------------	----------	-----

REWINDERS

CREW LEADER	\$ 19.00	95%
REW. OPER.	\$ 15.00	75%
ASST. REW. OPER.	\$ 14.00	70%

SHEETERS

CREW LEADER	\$ 19.00	95%
SHEETER OPER. KNIFE/UTILITY TECH.	\$ 17.00	85%
ASST. SHEETER OPER.	\$ 14.00	70%

PRODUCT PACKAGING

PACKING SPECIALIST SHEETS	\$ 15.00	75%
PACKING SPECIALIST ROLLS	\$ 14.00	70%
ASST. PACKING SPECIALIST ROLLS	\$ 12.00	60%

BALER ROOM

BALER OPER.	\$ 12.00	60%
-------------	----------	-----

BOX SHOP

CREW LEADER	\$ 14.00	70%
BOX SHOP OPER.	\$ 12.00	60%

GENERAL

DEPT. RELIEF

\$ 12.00

60%

LOSS PREVENTION

SAFETY ADVISOR

\$ 17.00

85%

## WAGE RATES FROM PRIOR LABOR AGREEMENT

UTILITIESINDEX of  
MACH. TENDERELECTRIC BOARD  
STEAM BOARD  
WATER ENG.

\$23.75

INC

\$22.81

FAMILY B (UTILITY SUPPORT)

\$21.53

98.2%

QUALITYPRINTER  
CAST COAT INSP.

\$18.93

83.6%

RMQA TESTER

\$16.58

75.6%

#1 MACHINE ROOM

MACHINE TENDER

\$21.92

100.0%

BACKTENDER

\$20.46

93.3%

WINDERMAN

\$19.22

87.7%

COATER OPER.

\$18.30

83.5%

TUBSIZE OPER.

\$17.97

82.0%

UTILITY

\$17.83

81.3%

4<sup>TH</sup> HAND

\$17.63

80.5%

#2 MACHINE ROOM

MACHINE TENDER

\$21.92

100%

BACKTENDER

\$19.86

90.6%

WINDER OPER.

\$19.22

87.7%

#2 MACHINE ROOM (CONT.)

ASST. WINDER OPER.	\$17.99	82.1%
TUBSIZE OPER.	\$17.97	82.0%
SERVICE PERSON	\$17.06	77.8%

#1 MILL STK. PREP.

STK. PREP OPER	\$20.22	92.2%
SFP OPER.	\$18.79	85.7%
PULP. FURN	\$18.05	82.3%
CHEMICAL UTIL.	\$16.38	74.7%

#2 MILL STK. PREP.

BEATER ENG.	\$20.97	95.6%
ASST. BEATER ENG.	\$19.80	90.3%
BROKE SPEC.	\$18.36	83.7%
PULP. FURN/MATL HANDLER	\$18.32	83.5%

50 AREA

CALENDAR OPER.	\$19.78	90.2%
WINDER OPER.	\$19.46	88.8%
RE-REELER OPER.	\$19.07	87%
ASST. CALENDAR OPER.	\$18.95	86.4%

UNLOADING

CREW LD.	\$17.17	78.3%
----------	---------	-------

UNLOADER

\$15.78

72%

CMS

CREW LD.

\$18.04

82.3%

WAREHOUSE WORKER

\$17.80

81.2%

#4 MILL

LOAD LEADER

\$18.41

84%

CREW LD.

\$18.41

84%

WAREHOUSE WORKER

\$17.11

78.1%

ROLL STORAGE

ROLL HANDLER

\$17.54

80%

CORE HANDLER

\$16.43

74.9%

MAINTENANCEE & I SHIFT  
DAY

\$23.83

\$22.81

MECH. TECH. SHIFT  
DAY

\$21.62

\$20.80

98.6%

94.9%

CTG. PREP.

MIXER

\$20.80

94.9%

BLENDER OPER.

\$19.96

91.1%

CLAY SLURRY

\$19.28

88%

SERVICEMAN

\$18.97

86.5%



EMBOSSERS

EMBOSSER OPER.	\$18.43	84.1%
----------------	---------	-------

CAST COAT (DRUMS)

DRUM OPER. "A"	\$20.40	93.1%
----------------	---------	-------

DRUM OPER. "B"	\$20.17	92%
----------------	---------	-----

SERVICE PERSON	\$18.62	84.9%
----------------	---------	-------

REWINDERS

CRANE/CREW LD.	\$19.86	90.6%
----------------	---------	-------

REW. OPER.	\$18.39	83.9%
------------	---------	-------

HELPER	\$17.23	78.6%
--------	---------	-------

SHEETERS

SHEETER OPER. T-2, T-3	\$19.67	89.7%
------------------------	---------	-------

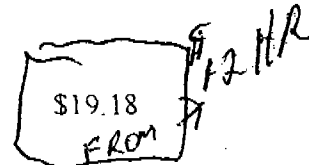
SHEETER OPER. T-1	\$19.42	88.6%
-------------------	---------	-------

KNIFE/UTILITY	\$19.67	89.7%
---------------	---------	-------

BASIC OPER.	\$19.20	87.6%
-------------	---------	-------

PRODUCT PACKAGING

PACKING SPEC.		87.5%
---------------	--	-------



BALER ROOM

BALER OPER.	\$16.18	73.8%
-------------	---------	-------

BOX SHOP

CREW LD.

\$17.40

79.4%

OPER.

\$16.67

76.1%

DEPARTMENT RELIEF

D.R.

\$14.76

67.3%